

Diversity Matters

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[http://uthsc.edu/oed/
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“Are you a veteran of a United States military service branch? Are you a veteran of a United States military service branch but still on active duty? Do you have a family member that is a veteran of a United States military service branch or public health service? Do you have a family member that is currently serving in an active duty status of a United States military service branch? If so, the message below is specifically for you.

UTHSC will hold its annual Veterans Day observance on Wednesday at 8:30 a.m. in the OD Larry Dining Hall at the Student Alumni Center (SAC). The breakfast reception, "Honoring All Who Serve," invites UTHSC's veterans of U.S. armed forces and public health services (i.e., students; faculty; staff; medical residents/fellows; post docs; retirees) in addition to faculty, staff and students with immediate family in the military to report.

Participation is encouraged by all, so please RSVP today by calling Ms. Denise Steverson (448-2112) or emailing (hsc-oed@uthsc.edu) by 5:00 p.m. or bring your ID badge to sign-in. All veterans are also asked to please provide information regarding the military branch served.”

<http://www.history.com/topics/holidays/history-of-veterans-day>

INSIDE THIS ISSUE:

Veterans Day	1
American Indian & Alaska Native Heritage Month	1
MHIRT Program	2
MHIRT Student Perspective	3
From the Desk of the Chancellor	4
A Note from the Assistant Vice Chancellor	5
Celebrating the Holiday Season	6
ADA & TIP	7
Quick Pics from OED Events	8
Community Events	9
Religious Holidays/ OED Training Classes	10



The quest for a national honoring of Native Americans began in the early 20th Century as a private effort. As far back as the late 1970s, Congress has enacted legislation and subsequent presidents have issued annual proclamations designating a day, a week or a month to celebrate and commemorate the nation's American Indian and Alaska Native heritage. In 2009, Congress passed and the President signed legislation that established the Friday immediately following Thanksgiving Day of each year as “**Native American Heritage Day.**” <http://www.bia.gov/cs/groups/public/documents/text/idc012510.pdf>

“Every year, our Nation pauses to reflect on the profound ways the First Americans have shaped our country's character and culture. The first stewards of our environment, early voices for the values that define our Nation, and models of government to our Founding Fathers--American Indians and Alaska Natives helped build the very fabric of America. Today, their spirit and many contributions continue to enrich our communities and strengthen our country. During **National Native American Heritage Month**, we honor their legacy, and we recommit to strengthening our nation-to-nation partnerships.” As President Barak Obama stated in his 20014 Proclamation. <http://www.bia.gov/cs/groups/public/documents/text/idc1-028628.pdf>



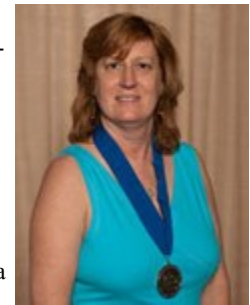
Minority Health and Health Disparities International Research Training (MHIRT)



The Minority Health and International Research Training (MHIRT) Program provides fully-funded international research training opportunities to qualified undergraduate and graduate students from socially or economically disadvantaged groups who have been historically underrepresented in biomedical and behavioral research careers. Generally, two to four graduate students a year are selected. Many have either been University of Tennessee students or are accepted into programs at UTHSC. Graduates of the MHIRT program have become: lawyers, doctors, dentist, nurses, medical, anthropologists, pharmacists, physical therapists, and PhD's. In addition to these professions MHIRT students have gone on to establish non-profit organizations, worked in the US government, and worked with non-profit organizations. The unifying theme is that all of the students that participate in MHIRT are changed. They have more of a global perspective. They are also dedicated to helping the underserved and continuing to promote standards that enhance individuals daily lives.

MHIRT participants travel to Brazil, Trinidad, or Uganda for ten weeks, and are partnered with leading scientists and universities within these countries. Selected students engage in qualitative and quantitative research related to health and health disparities, biomedical science, behavioral science, environmental science, and/or public health. Thanks to funding by the National Institute for Minority Health and Health Disparities at the National Institutes of Health, all expenses in relation to the internship program are paid. There are several MHIRT grant programs and locations throughout the world.

Dr. Malinda Fitzgerald serves as an UTHSC adjunct professor and program director for the MHIRT program housed at Christian Brothers University (CBU). Since 1988, Dr. Fitzgerald has collaborated with UTHSC Anatomy and Neurobiology Professor Anton Reiner Ph.D., M.S., B.S. This active collaboration allowed Dr. Fitzgerald to meet individuals internationally and speak at international meetings. During one interaction Dr. Fitzgerald met Dr. Luiz Britto and Dr. Claudio Toledo of Sao Paulo, Brazil. The Brazilian scholars became Dr. Fitzgerald mentors within the CBU MHIRT program.



Dr. Malinda Fitzgerald

In 1999, as post-doc Dr. Fitzgerald had the opportunity to apply for the MHIRT grant. She contacted Dr. Toledo and the program was initiated. Initially, the grant started with six students in two cities in Brazil in the summer of 2001. Beginning in 2004 /2005 the program expanded to Uganda, where Dr. Fitzgerald had a colleague in the Peace Corps. The Ugandan and Brazilin programs implemented different research approaches.

In Uganda the program conducts social science research and a US faculty member is in the country directing the research. In Brazil the program has active researchers that are responsible for directing the research. Dr. Fitzgerald serves as the US mentor establishes the local contacts. She manages the logistics such as recruitment of new faculty and solving planning issues. It is estimated by MHIRT directors that overall 4000 students have participated world wide in the grant. In the last fifteen years there were twenty grants with fifteen student participates on average.

UTHSC has benefits both directly and indirectly concerning this training grant. Several students have graduated from UTHSC in various programs. Dr. Fitzgerald has traveled and sits on several committees at The Association of Research in Vision and Ophthalmology (ARVO) that support foreign nationals. One of Dr. Fitzgerald's Brazilian collaborators was just recognized by the Brazilian neuroscience society, and received the highest honor. In Brazil scientists advance through their international collaborations similar to the UTHSC requirement for full professor (international recognition in your field).

Today the students can visit in one of twelve labs in Brazil under Dr. Fitzgerald's direction. The research mainly is associated with the visual system which is my area of expertise; however there are some laboratories that are concerned with environmental and behavioral research. One student from Brazil has had the opportunity to travel to UTHSC and conduct her post-doctoral research. Overall, the CBU MHIRT program has had 230 students over the past 15 years. The majority have been from the Mid-South region, although this program is open to all US citizens or permanent residents.

If you have any questions about the program, please send inquiries to mhircbu@gmail.com or visit <http://www.cbu.edu/mhirt>



The MHIRT 2015 Team at the Heffer Ranch in Perryville, Arkansas

Minority Health and Health Disparities International Research Training (MHIRT) Student Perspective



Samantha Bownes, Hopeful UTHSC Student

How did MHIRT impacted your career path, life development and aspiration to be a student at UTHSC?

MHIRT actually changed my career path. When I entered the program I only applied for the Jaguar Conservation site at Emas National Park, Brazil, even though the application clearly asked you to rank your top three. I had been set on being a veterinarian since the age of three and I didn't really think anything could change my mind. The first year I entered the program as an alternative for the Emas location and spending the weekend at Heifer Global Village during training completely changed my course and career goals. I was asked growing up why I chose veterinary school and not medical school. My answer had always been that animals seemed much more grateful for care and were innocent victims of cruelty and neglect. At Heifer Ranch, we learned about poverty and war around the world and the impact it has on health and quality of life. I learned that there were lots of people who were innocent victims and I decided that health care was a right, and I wanted to provide healthcare to vulnerable populations. Since then I changed my school courses and am currently in the process of applying to Med School (including UTHSC). My time in Uganda was cut short due to an illness in my family. However, the few weeks I had there was valuable and taught me so much about life and health. Meeting despair in the world is much different from watching it on TV. It makes the problem real and brings it home with you. You leave MHIRT with a passion for others and hope for your own future and the role you play in the lives of others.



Adewale Adeyunka Odukoya, UTHSC Student

How did MHIRT impact your career path and life development?

It impacted my career because spending time in Brazil gave me the opportunity to learn about infectious disease. I shall be going back there during residency to take an elective month and learn more about infectious diseases in tropical countries.

How has the MHIRT program contributed to your matriculation at UTHSC?

It has contributed mightily in that I will incorporate what I learned into my work as a physician. It has broadened my knowledge about healthcare in South America.



Kyle Summers, UTHSC Student

How has the MHIRT program contributed to your matriculation at UTHSC?

Without MHIRT, I wouldn't have gone to UTHSC, or any other PhD program for that matter. Although my mentor Dr. Claudio was very supportive of my aspirations to become an MD (he even arranged for me to speak to the first-year medical students at the school). Dr. Claudio's lab was where I made the final decision to do research instead. I remember thinking towards the end of my visit, "Wow, I really enjoy what I'm doing right now. It's too bad I'm gonna have to stop this to go to medical school.....wait, I don't have to! I can go to grad school!".

With the help of my mentor Dr. Reiter at UTHSC, I was able to get accepted to the Neuroscience program. As with every other grad student I have met, there are days when I definitely wanted to quit, but when I thought back to that day in Brazil, I was always able to find the strength to go on.

What would you tell someone interested in applying for the MHIRT program?

Maybe something along the lines: "How many times do you get PAID to go to a foreign country for career development?!". I think that if I relay my experiences about how much my trip has helped me, it would be rather difficult to at least not consider MHIRT. Also, in addition to the career advantages, the program has the potential to teach a person quite a bit about themselves. I would also tell them that as the years have passed and I have had more experiences, MHIRT still ranks near the top of the 'Best Memories' list.



Stephen Juel, UTHSC Student

From the Desk of the Chancellor

Colleagues,

UTHSC's [Sexual Misconduct and Relationship Violence Policy](#) is now a permanent policy as of July 1, 2015. The policy is in place to demonstrate institutional compliance with Title IX.

To demonstrate compliance with Title IX, UTHSC must pursue sexual harassment and sexual assault investigations that are reported to faculty and staff identified as mandatory reporters. The Office of Equity and Diversity (OED) is responsible for ensuring UTHSC's compliance with Title IX.

Over the next few weeks and months OED will offer at-large training dates and training by reservation for colleges and departments on "Sexual Misconduct and Your Mandatory Reporter Role". In the training you will learn that reports of sexual misconduct and relationship violence are to be passed along to the Title IX Coordinator. The training will also identify who the Deputy Title IX Coordinators are on campus.

Institutional compliance with Title IX is important so make certain to visit the [training portal](#) for at-large training dates or make reservations for training by contacting OED at 448-2112.

Steve J. Schwab, MD
Chancellor



A Note from the Assistant Vice Chancellor

Dr. Michael Alston

Earlier this semester UTHSC's Sexual Misconduct and Relationship Violence policy was finalized and made available for review at <http://uthsc.edu/oed/sexual-misconduct.php> to all campus constituencies. The PDF version of the sexual misconduct policy is actually forty-five (45) pages with some extremely important information as it relates to sexual harassment and sexual assault. In this instance the two concepts being highlighted are "Confidential Resources" and "Non-Confidential Resources" as described in the UTHSC policy.

A "confidential resource" are persons that have been identified as being able to keep information communicated to them by a Complainant completely confidential and will not communicate such information to the University, law enforcement, or any other third party, unless required by law. There are several UTHSC employees in University Health Services and Student Academic Support Services and Inclusion that are identified as "Confidential Resources" in addition to having the option to communicate confidentially with someone who is **not** affiliated with the University or law enforcement. A would be Complainant always has the option to report a concern to the University even after engaging assistance from a "Confidential Resource".

An information grid with various headings is also available on the webpage for easier navigation of information content within the Sexual Misconduct and Relationship Violence policy. More specifically, "Confidential Resource" listings for the Memphis, Nashville, Knoxville and Chattanooga areas have been made available for students to access those services in addition to campus "confidential resources".

A "non-confidential resource" are persons who are not bound by confidentiality but are trained to support a Complainant. Most non-confidential resources are "Mandatory Reporters" who are required to report knowledge of incidents of Prohibited Conduct to the University and/or take other responsive action. A Mandatory Reporter will report prohibited conduct to UTHSC's Title IX Coordinator. Dr. Michael Alston is UTHSC's Title IX Coordinator with four (4) designated Deputy Title IX Coordinators within the Office of Equity and Diversity and Human Resources.

If you would like to know more about UTHSC's Sexual Misconduct and Relationship Violence please click on or paste the following URL into your web browser: <http://uthsc.edu/oed/sexual-misconduct.php>. The Office of Equity Diversity has also purchased streaming rights to *The Line* that was released in September 2009. *The Line* is a 24 minute documentary about a young woman – the filmmaker – who is raped, but her story is not cut and dry. Contact the Office of Equity and Diversity at 901-448-2112 or hsc-oed@uthsc.edu if you have any additional questions.





Celebrating the Holiday Season



UTHSC's faculty, staff, students, medical residents/fellows and post docs enable a rich multicultural diversity that is indicative across higher education institutions throughout Tennessee and the United States. In these diverse environments there is an appreciation and recognition of how individual attributes, characteristics, experiences and perspectives encourage celebrating holidays differently and throughout the year, and in this instance there is a specific focus on holidays occurring in November and December. The upcoming holiday season is often a time of celebration and giving that should enhance relationships and work/life balance, engagement in diversity awareness, inclusivity, and support fun at work.

As an employer, UTHSC has allowed its employees to have pictures or holiday decorations in their individual workspaces throughout the year. Consequently, there is a distinctive difference between employees' holiday decorations and employers' holiday decorations. Therefore a ban on decorations would not be a prudent decision if the decorations in an employee's workspace may be viewed as being discriminatory if in place based on a sincerely held religious belief. Voluntary participation is also a right that every employee and student always has regarding holiday celebrations being sponsored by a department or administrator.

An employee's participation in gift giving exchanges should also be optional within the workplace. Who receives a gift can also be complicated when a decision has to be made about whether or not everyone receives a gift or just team members who have been identified as a friend. Needless to say the gift giving gesture may magnify in-group/out-group perceptions or bias even more within a work environment. Gifts, if given, should also be inexpensive (i.e., not more than \$25) and are typically executed through [Secret Santa](#), [Yankee Swap](#) and [White Elephant](#) transactions with suspense and fun.

Employers should not be perceived as endorsing or supporting religion generally, or one religion over another. For example, employers may want to provide a general holiday theme rather than set a [Christmas](#), [Hanukkah](#), or [Kwanzaa](#) theme. Try to keep decorations neutral, with symbols -- flowers, balloons, candles and snowflakes -- that can be enjoyed by most people. If electing to put up religious holiday decorations, employers often consider workplace decorations during non-religious holidays to lessen the appearance of religious preference in the workplace.

Consequently, the Office of Equity and Diversity is not saying a unit, department, or division has to forgo celebrating any religious holiday but the institution, UTHSC, must also act in accordance with the [Title VII \(Civil Rights Act of 1964\)](#). However, a department's campus impact warrants consideration of the kinds of decorations placed in **public areas** for display during religious holidays.

In conclusion, Christmas has roots as a religious holiday but not everyone celebrates the religious side of Christmas and some may not celebrate Christmas at all. When decorating the office be mindful of visitors, students, post docs, medical residents/fellows, staff, faculty, patients, job applicants, prospective donors, active donors and alumni that may engage the public areas throughout an institution. We should collectively celebrate diversity and practice inclusion every day of the year even when holidays just happen to be a part of the equation.



Accessibility

The Office of Equity and Diversity is responsible for the campus' compliance with the ADA and Section 504 of the Rehabilitation Act. If you observe any issues on campus that prevents accessibility for those who are disabled, please contact OED.

If you have any concerns, requests, or complaint in these areas of the law, please contact the Office of Equity and Diversity by calling (901) 448-2112. For more information please view the OED Persons with Disabilities page at the following link: <http://www.uthsc.edu/oed/disabilities.php> There you will also find forms to request accessible parking, reasonable accommodations.



TIP and SRS Applications Open November 1st!



Do you know any highly motivated undergraduate students who are interested in pursuing a career in clinical healthcare or healthcare research? On November 1, Health Career Programs (HCP) will launch the applications for its 2016 summer programs, Tennessee Institutes for Pre-Professionals (TIP) and Summer Research Scholars (SRS), and all eligible students are encouraged to apply.

All summer program participants must be currently enrolled as undergraduate students and have a minimum GPA of 3.0 in required science courses. Additionally, TIP participants must be Tennessee residents and represent an historically underrepresented group in science and the healthcare professions. There is no residency requirement for SRS participants, however, previous research experience is preferred.

Important Dates to Remember

November 1 - summer program applications open

February 15 - TIP application deadline

February 29 - SRS application deadline

The TIP program offers clinical shadowing opportunities (Track I) or standardized test preparation for professional school entrance exams (Track II), personal and professional development workshops, academic workshops, and other activities designed to assist students in realizing their career goals.

The SRS program offers hands-on research experience on campus with UTHSC faculty and researcher, including but not limited to, learning to enhance biomedical information retrieval skills and designing scientific abstracts.

All summer program participants receive a stipend for their participation and housing can be provided for students who do not reside in Memphis.

2016 Program Dates

TIP - Monday, June 6 to Friday, June 24

SRS - Tuesday, June 7 to Friday, July 1

The application is available online at <https://www.uthsc.edu/hcp> and there is no fee to apply. For additional information and/or program requirements, please visit our website, email hcp@uthsc.edu, or call 901-448-8772.



Quick Pics of OED Events

National Hispanic Heritage Month
Salsa Lessons



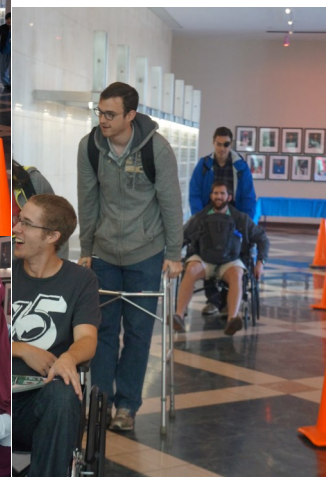
Domestic Violence Awareness Month
Soup-n-Sip



CarniVOL



National Disability Employment Awareness Month
Disability Day Obstacle Course



Community Events

November/ December



Snowy Night in My Big Backyard

Memphis Botanic Garden
750 Cherry Road
Memphis, TN 38117

December 11 & 12, December 18-30.
Daily 5:30 PM to 8:30 PM
Closed December 24 & 25

Bring the family to celebrate the holiday season in our children's garden! Play in the "snow," sip hot cocoa or spiced tea, create a winter craft, and enjoy fun, games, and a musical light show on the Leaping Lawn.

www.memphisbotanicgarden.com/snowynights



Crafts and Drafts

November 14, 2015
Cleveland Street Flea Market
438 N. Cleveland St. Memphis, TN 38104

Local artists and makers showcase their wares during a fun afternoon of outdoor holiday shopping. Guests will browse a curated selection of handmade goods, as well as a great selection of beers and food available for purchase to stoke shopping spirits. There will even be a special play area for kids!

<http://crosstownarts.org/calendar/crafts-drafts-2015/>

C.H. Nash Museum
Chucalissa
THE UNIVERSITY OF MEMPHIS



Chucalissa Indian Village

1987 Indian Village Dr, Memphis, TN 38109

Fuller State Park in Southwest Memphis. Operated by the University of Memphis, the museum serves as a gateway into understanding the science of archaeology and the interpretation of Native Americans who lived on the site as early as 1500 A.D. as well as traditional cultures of the area. Our museum exhibits interpret the prehistory of the Mid-South, contemporary Southeastern Native Americans, and the African American cultural heritage of the Chucalissa site's landscape.

<http://www.memphis.edu/chucalissa/>

GOLDEN TICKET

15% DISCOUNT

The Germantown Performance Arts Center (GPAC) is offering a 15% discount to UTHSC students, faculty, staff, residents, and postdocs by using a special code created for UTHSC, when purchasing tickets online (www.gpacweb.com) or when calling the box office at 901-751-7500. UTHSC's promotional code is **UT15**. GPAC has some exciting programming throughout the season that should encourage a pluralistic view because music, art, and drama enables access to everyone. <http://www.gpacweb.com/>

2015 Religious Holidays

<http://faithinmemphis.com>

November

- November 1 All Saints Day - **Christian**
- November 2 All Souls Day - **Catholic Christian**
- November 9-13 Deepavali ** - **Hindu**
- November 11 Diwali (Deepavali) ** - **Hindu - Jain - Sikh**
- November 12 Birth of Baha'u'llah - **Baha'i** (begins sundown on 11) New Year ** **Jain**
- November 15 Nativity Fast begins through 12/24 - **Orthodox Christian**
- November 22 Christ the King - **Christian**
- November 24 Guru Tegh Bahadur Martyrdom - **Sikh**
- November 25 Guru Nanak Dev Sahib birthday - **Sikh**
- November 26 Thanksgiving- **Interfaith US** Day of the Covenant - **Baha'i**
- November 28 Ascension of Abdu'l-Baha - **Baha'i** (begins sundown on 26)
- November 29 Advent begins - **Christian**
- November 30 Saint Andrew's Day - **Christian**

December

- December 6 Saint Nicholas Day - **Christian**
- December 7-14 Hanukkah * - **Judaism** (begins sundown on 6)
- December 8 Immaculate Conception - **Catholic Christian**
- December 12 Advent Fast begins- **Orthodox Christian**
- December 12 Feast Day of Our Lady of Guadalupe - **Catholic Christian**
- December 8 Rohatsu (Bodhi Day) ** - **Buddhist**
- December 16 Posadas Navidenas through 12/25 - **Christian**
- December 21 Solstice Yule - **Christian, Wicca/Pagan**
- December 23 Mawlid an Nabi * - **Islam** (begins sundown on 22)
- December 25 Christmas * - **Christian**
- December 26 Zarathosht Diso (Death of Prophet Zarathushtra) ** - **Zoroastrian**
- December 27 Feast of the Holy Family - **Catholic Christian**
- December 28 Holy Innocents - **Christian**
- December 31 Watch Night - **Christian**

Equity & Diversity November/ December Training Classes

Commemorative Month Film Viewing



November:
American Indian & Alaskan
Native Heritage Month

Film: Black Indians: An American Story

Date/Time: Nov. 12, 2015, 2:00 - 3:30pm ;

Location: Madison Plaza Conference Room C-1

Film: Native American Healing in the 21st Century

Date/Time: Nov. 17, 2015 2:00 - 3:30p.m

Location: Madison Plaza Conference Room C-1

The University of Tennessee is an
EEO/AA/Title VI/Title IX/Section
504/ADA/ADEA/V institution in the provi-
sion of its education and employment
programs and services.

November & December

Generational Diversity in the Workplace

When? Nov. 18, 2015 2:00 - 3:30 pm;

Nov. 19, 2015 10:00 - 11:30am

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Jenna Fielding

Sexual Harassment: What a Manager or Supervisor Needs to Know

When? Nov. 12, 2015 9:00 - 10:30 am; Dec. 3, 2015 9:00am - 10:30am; Dec. 7, 2015 1:30-3:00p.m.

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Dr. Michael Alston

Unconscious Bias and Human Relations in the Workplace

When? Nov. 25, 2015 9:00 - 10:30 am; Dec. 4, 2015 10:00am - 11:30am; Dec. 10, 2015 1:00-2:30p.m.

Where? Madison Plaza Conference Room (C-1)

Who? Facilitated by Dr. Michael Alston



Request a Workshop

https://ife.qualtrics.com/form/SV_cJdCwxN8NwB4hvf

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